

WILLIAMS V. CITY OF LANSING, LANSING POLICE DEPARTMENT

Case No. 1:10-cv-1028

Exhibit 6 - Disciplinary Charge Sheet

LANSING POLICE DEPARTMENT DISCIPLINARY CHARGE SHEET			Internal Affairs Complaint Number: IA08-0006	
Name of Charged Officer: Lorien Williams		Rank PO1	Badge # 006	Unit North Precinct - Night Shift
Name of Charging Person: Daryl Green		Rank LT	Badge # 321	Unit Internal Affairs
Date & Time of Offense: May 24, 2007 – November 12, 2010			Location of Offense: Lansing Police Department	
VIOLATION SUMMARY AND SPECIFIC RULE, REGULATION, PROCEDURE, DIRECTIVE, AND/OR ORDER VIOLATED INCLUDING TITLE AND NUMERICAL REFERENCE Count 1 1.04 Conformance to Laws – SUSTAINED A. Employees shall obey all laws of the United States and of any state and local jurisdiction in which the employees are present. B. A conviction of the violation of any law shall be prima facie evidence of a violation of this section. Lack of a criminal complaint or an acquittal of a violation of law shall not preclude internal administrative disciplinary action. Count 2 1.26 Associations – SUSTAINED A. Employees shall avoid regular or continuous associations or dealings with persons they know, or should know, are persons under criminal investigation or indictment, or who have a reputation in the community or the Department for present involvement in felonious or criminal behavior, except as necessary to the performance of official duties, or where unavoidable because of other personal relationships of the employee. B. Employees shall not knowingly join or participate in any organization that advocates, incites or supports criminal acts, criminal conspiracies, or hate crime activities. Count 3 1.02 Unbecoming Conduct – SUSTAINED Employees shall conduct themselves at all times in such a manner as not to discredit the Department. Unbecoming conduct shall include that which brings the Department into disrepute, or impairs the operation or efficiency of the Department. SUMMARY: MSP conducted an investigation of possible LEIN violations involving Officer Lorien Williams. As a result, a 4 count warrant was authorized (LEIN Authorized Disclosure). On October 7, 2010 Officer Williams was convicted of (1) count of LEIN Unauthorized Disclosure. The conviction stemmed from Williams' dishonesty that she was checking her husband in LEIN to complete a City of Lansing related insurance form that required Eric Williams' driver's license number. An Internal Affairs investigation found that Williams associated with multiply felons, committed multiply LEIN violations, and admittedly was untruthful to a MSP Trooper during a traffic stop. The actions of Officer Williams have brought discredit to the department and further impaired the operation and efficiency of the organization.				
THIS DISCIPLINARY SANCTION IS BASED ON THE NATURE OF THE OFFENSE COMMITTED, THE CIRCUMSTANCES UNDER WHICH AND THE MANNER IN WHICH IT WAS COMMITTED, AND THE EMPLOYEE'S RECORD DURING THE IMMEDIATELY PRECEDING TWO (2) YEARS.				
RECOMMENDED DISCIPLINARY SANCTION Termination		DATE 11-17-10		SIGNATURE <i>Sgt. Drew Maun</i>
REVIEWED BY	WITH THE ACTION TAKEN BY THE SUBORDINATE OFFICER		SIGNATURE / DATE	
	I concur	I DO NOT CONCUR (see report)		
<i>LT. NOSOTT</i>	<input checked="" type="checkbox"/>		<i>[Signature]</i> 11-17-10	
<i>Capt. Mike Yankowski</i>	<input checked="" type="checkbox"/> (see memo)		<i>[Signature]</i> 11-18-10	
PREDETERMINATION CONFERENCE-LIST ALL PERSONS PRESENT: <input checked="" type="checkbox"/> CHECK IF TAPE RECORDED <i>LT. BIKEN</i> <i>ALBY LOTT</i> <i>Sgt. Fubus</i> <i>Tom Kang</i> + <i>L. Williams</i>			DATE: <i>11-22-10</i> SIGNATURE: <i>[Signature]</i>	
FINAL DISCIPLINARY SANCTION DETERMINED BY THE CHIEF OF POLICE OR HIS/HER DESIGNEE: TERMINATION			DATE: <i>11-23-10</i> SIGNATURE: <i>[Signature]</i>	
DATE NOTIFIED: <i>11-23-10</i>	SIGNATURE OF CHARGED OFFICER:			
TIME NOTIFIED: <i>1800</i>	SIGNATURE OF NOTIFYING OFFICER:			
I ACKNOWLEDGE I HAVE RECEIVED NOTIFICATION OF THE DISCIPLINARY SANCTION.	DATE / TIME:		SIGNATURE OF CHARGED OFFICER:	
FOR INTERNAL AFFAIRS USE ONLY:				

REV 6/16/05

ORIGINAL